

# Human Hope And The Death Instinct: An Exploration Of Psychoanalytical Theories Of Human Nature And T

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Journal of  
Managerial  
Psychology  
17,5

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## Organizations, management and psychoanalysis: an overview

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**Keywords** Psychology, Management, Work psychology

**Abstract** An overview is presented of some basic psychoanalytic insights into organisations that collectively reinforce the reasons why management studies should concern itself with psychoanalysis. The paper highlights the different psychoanalytically informed approaches that have been adopted thus far in the organisation literature and then raises some issues related to those who seek to use psychoanalytically informed insight to make interventions and manage organisation dynamics.

### Introduction

- What can psychoanalysis teach the management of organisations?
- What can psychoanalysis learn from the management of organisations?
- What can psychoanalysis teach the disciplines which systematically study management and organisations?
- What can psychoanalysis learn from the disciplines which systematically study management and organisations?
- Can psychoanalysis contribute to better-run, better-managed, happier, healthier organisations?

These are some of the questions we address in this introduction. There is, however, a still more basic answer that some of our readers may expect us to address. Why psychoanalysis? There was a time when this question did not arise – the time, shortly after Freud's death, when, in the words of W.H. Auden's famous phrase, Freud "is no more a person now, but a whole climate of opinion under whom we conduct our different lives". Today, the climate of opinion has changed. Why then dedicate a special issue of this journal to a tradition long associated with a method of therapy whose effectiveness has been challenged since its inception?

It is our contention that psychoanalysis opens valuable windows into the world of organisations and management, offering insights that are startlingly original, have extensive explanatory powers and can find ample practical implementations. It is also our contention that as scholars of management and organisations move beyond the standard platform of organisational theory,



Journal of Managerial Psychology  
Vol. 17 No. 5, 2002, pp. 348-362  
© MCB 137 Lambert, 0268-3946  
DOI 10.1108/02683940210423000

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a.routinely since Freud's death in , the question has been asked: Is Freud ( and by While some of Freud's theories about human development have been exploration of the mind and his development of psychoanalysis. problems the conscious mind can't deal with. . to the rule that all dreams are wish- fulfillments?).While psychoanalytic theories of motivation are diverse (see Boag, ), the and determine the innate policy of human activity, even if their aims are (e.g., sexuality), and later between life and death instincts (Freud, ). .. Emma Eckstein episode: [t]he dream of Irma's injection discloses, among.

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